



National Federation of Indian Railwaymen

3, CHELMSFORD ROAD, NEW DELHI - 110 055

Affiliated to :

Indian National Trade Union Congress (INTUC)
International Transport Workers' Federation (ITF)

No. IV/MACPS/09/2019

Dated: 23/05/2019

The Secretary (E),
Railway Board,
New Delhi

Dear Sir,

Sub: Financial upgradation under MACPS to the staff joined on request transfer in lower post-correct implementation of extant orders-reg.

Ref: (i) **NFIR's PNM Item No. 37/2016.**
(ii) Railway Board's letter No. PC-V/2016/PNM/NFIR/2 dated 22/04/2019.

We are not convinced with the position conveyed by the Railway Board on the subject through an enclosure to Board's letter No. PC-V/2016/PNM/NFIR/2 dated 22/04/2019 being misleading and incorrect.

We, however, seek a meeting at the level of MS/FC on the PNM Items on MACPS issues raised by NFIR at Board's level as requested earlier vide Federation's letter No. IV/MACPS/09/Part 11 dated 26/12/2018. A list of cases to be discussed in the Federation's meeting with MS/FC is placed in the Annexure attached to this letter.

NFIR, therefore, once again requests to kindly arrange to fix separate meeting at the level of MS/FC on a date mutually convenient to the Board (MS/FC) and the Federation.

DA/As above

Yours faithfully,


(Dr. M. Raghavaiah)
General Secretary

Copy together with the Annexure is forwarded to the Executive Director (IR), Railway Board, New Delhi for information and necessary action please.

Copy together with the Annexure is forwarded to the Executive Director/PC-I, Railway Board DFCC Building, Tilak Bridge, Pragati Maidan, Metro Bhavan, New Delhi for information and necessary action please.

Copy to the General Secretaries of affiliated Unions of NFIR.

Media Centre/NFIR.

Copy to subject files.

MACPS issues raised through PNM/NFIR agenda items:

PNM Item No.	Subject	Position/remarks furnished by Railway Board
1/2011	Grant of financial upgradation under MACPS to the staff who are in the same Grade Pay for more than 20 years.	The matter has twice been examined in consultation with DoP&T and DoP&T has not agreed for the same. Moreover, DoP&T being the nodal Deptt., this Ministry is not in position to deviate from the instructions/clarifications issued by them. As such, there appears to be no other option left. The long pending item may be 'closed'
16/2011	Abolition of pay scales and introduction of upgraded pay scales with revised designation — case of SSE (Drawing) clarification on entry grade pay.	The matter has been duly examined in consultation with DoP&T and reply to Federation has been issued vide Board's letter dated 19/10/2016.
18/2011	Third financial upgradation under MACPS on completion of 20 years of service from the first promotion or 10 years after second promotion or 30 years after regular appointment whichever is earlier.	The matter has twice been examined in consultation with DoP&T and DoP&T has not agreed for the same. Moreover, DoP&T being the nodal Department, this Ministry is not in position to deviate from the instructions/clarifications issued by them. As such, there appears to be no other option left. The long pending item may be 'closed'.
17/2013	Grant of financial upgradation under MACP Scheme Wrongful clarification issued by the Railway Board.	Basically, the item is relating grant of higher Grade Pay under MACPS in cases where feeder and promotional grade posts are in same Grade Pay. Meanwhile Federation vide their letter dated 22/09/2016 had requested to make available the copy of reference made to DoP&T and reply thereto. Accordingly, the desired information has been furnished to the Federation vide Board's letter dated 06/10/2016. Moreover, DoP&T being the nodal department of Government on MACPS, this Ministry can not deviate from the instructions/clarification issued by them. As such, there appears to be no issue outstanding for discussion. The item may be 'closed'
15/2015	Grant of financial upgradation under MACPS to SSE – Drawing (formerly diploma holder tracers) appointed against D.R. Quota vacancies as Assistant Draftsman (presently JE-Drawing with GP4200 in PB-2)-reg.	As requested by the Federation vide their letter dated 22/09/2016 to examine the matter in context of their letter No. IV/MACPS/09/Part 10 dated 09/05/2016. Accordingly, the matter has been examined and replied to NFIR vide Board's letter dated 21/10/2016. Further, DoP&T has already been consulted on the issue and they have not agreed to the proposal saying that the services should be reckoned from the date of direct recruitment as mentioned in the policy circular issued in this regard. As no other course of action appears to be left available, the item may be closed.
46/2015	Grant of financial upgradation under MACPS to the Technical Supervisors of DC' Traction and presently working as JE/SSE.	As requested by the Federation, the matter has been reviewed based on the information obtained from Central Railway as well as in light of the extant instructions on the subject and accordingly, Federation have been replied vide Board's letter dated 21/02/2017. There appears no other course of action to be left available.
47/2015	Grant of MACP to the former Traffic Signallers absorbed as ASMs/SMs on North Eastern Railway-reg.	As requested by the Federation to examine the matter in context of their letter dated 12/09/2016. The same has accordingly been examined and replied to the Federation vide Board's letter dated 02/01/2017.

24/2016	Denial of financial upgradation under MACP Scheme to the serving Graduate Clerks inducted against LDCE Quota on East Coast Railway.	As decided in the meeting held on 19 th & 20 th May, 2016, E.Co. Railway have been asked to advise the rule and methodology under which the pay of the employees promoted as Sr. Clerks through LDCE against 13⅓% quota has been fixed. Reply from E.Co. Railway is awaited. Further, as per para 2 of Board's letter dated 18/06/81 and also in terms of Board's letter dated 07/10/97 benefit of pay fixation has been allowed on promotion to Sr. Clerks post through LDCE. Therefore, this promotion has to be counted for the purpose of MACPS.
37/2016	Financial upgradation under MACPS to the Staff joined on request transfer in lower post – correct implementation of extant orders.	The clarification given by the Railway Board vide letter No. PC-V/2009/MCP/9SR dated 18/04/2016 to the Southern Railway and dated 08/05/17 to East Coast Railway is unjustified and contrary to DoP&T's instructions. Please connect Federation's letter No. IV/MACPS/09/Vol. 11 dated 01/12/2017.
42/2016	Denial of financial upgradation under MACPS to the staff by mis-interpretation of extant instructions.	Could not be discussed in the last meeting.
15/2017	Reckoning Grade Pay Rs. 4200/Level 6 of 7 th CPC Pay Matrix as entry Grade Pay for granting financial upgradation under MACPS to Station Masters category in Railways.	NFIR's letter No. IV/MACPS/09/Part 11 dated 04/01/2018 and 23/01/2018 addressed to Railway Board.
22/2017	Bench Mark for performance appraisal for promotion and financial upgradation under MACPS for the Railway employees – Arbitrary decision in violation of agreement reached with JCM (Staff Side).	In the meeting with CRB the subject was discussed and it was assured to take action for mitigating the problem duly taking into account the unique, peculiar and totally different working of the Railways. In this connection please refer NFIR's letter dated 18/12/2017.

(Dr. M. Paghavathi)
General Secretary

Copy to be sent to the Executive Director (A), Railway Board, New Delhi for information and necessary action.

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Copy to be sent to the Secretary of affiliated Unions of NFIR.

With Compliments

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